LUCY CAVENDISH COLLEGE, UNIVERSITY OF CAMBRIDGE

APPOINTMENT OF PRESIDENT
MARCH 2018
AN INTRODUCTION

Lucy Cavendish is one of the thirty-one constituent Colleges of the University of Cambridge. The College celebrated its 50th anniversary in 2015 and is a champion of women's education and development. Lucy Cavendish is a centre of academic excellence that enables women of different ages and backgrounds to maximise their potential. The College is a stimulating, interdisciplinary and inclusive community that promotes diversity and gender equality while combining the pursuit of academic excellence with a friendly atmosphere and warm informality.

The College has recently agreed an ambitious and exciting strategic plan for the next 5 years which focuses on significant growth of student numbers and wider college membership, plus a major fundraising campaign.

Lucy Cavendish is uniquely for women over the age of 21. At present, it draws its students from 50 countries. It currently has 34 Fellows and 6 Research Fellows: an expanding student body of just under 400, a third of whom are mature undergraduates, the other two thirds graduate students; and 35 FTE members of staff.

The College takes applicants for all the courses on offer at the University of Cambridge, and its research students work at the cutting edge of everything from urban design to novel materials and post-colonial politics, with large cohorts in Engineering and Biomedical Sciences. At undergraduate level, the College is particularly strong in Medicine, Law, English and the social sciences. Lucy Cavendish is also known for its highly successful annual Fiction Prize and, in recent years, its excellence in sport including rowing, rugby and football. The College helps foster confidence and independence, enabling women to thrive in their academic work and in extracurricular activities.
**HISTORY**

Lucy Cavendish College is the latest and perhaps the last women's college to be founded in the United Kingdom. The College was established in 1965, initially as an experimental female academy for women graduates. The development of the College grew out of the vision and determination of three academic women who formed a Dining Group in Cambridge in 1951.

All three were graduates of Newnham College, and were involved in research and teaching in the university, but were unable to hold fellowships under the then current rules of the University. The group missed the intellectual environment and wider advantages of a collegiate community and agreed that a 'Third Foundation' was needed to increase the number of undergraduate places for women in Cambridge.

In November 1964, the Dining Group successfully applied to the University for recognition as the Lucy Cavendish Collegiate Society, with Anna Bidder, a renowned zoologist, as first President, and premises were first established in two ground floor offices at 20 Silver Street. From small beginnings, Lucy Cavendish College has developed into a fully self-governing College within the University. The College has its own unique identity, is noted for its innovative approach and its continued commitment to widening women's participation in higher education.

**THE FUTURE**

The College has recently agreed an aspirational strategic plan which focuses on significant growth of student numbers and wider college membership, plus a major fundraising campaign.

The original founding mission has been a strong and positive guiding influence for the past 53 years and the College continues to be forward looking and innovative. Lucy Cavendish is very much a 21st century community and it will be the role of its next President, working with the Governing Body, to lead the advancement and implementation of the College's strategic vision.

Student numbers have increased by over 75% in the past ten years and the College continues to grow. To cater for the increasing number of students, a new purpose-built Student Centre was opened in October 2014 and the College is considering other options to develop the estate.
THE ROLE

Like other Cambridge colleges, Lucy Cavendish is an autonomous institution which is also an independent registered charity. It operates under its own statutes and is governed by its President and Fellows, who are Trustees of the College and have ultimate control over its affairs. The Governing Body is democratic, egalitarian and non-hierarchical and, as its Chair, the President is thus not a chief executive: rather she is ‘first among equals’.

The President is expected to exercise general superintendence over the affairs of the College, offering strategic leadership across the range of College activities. The Fellows look to the President to oversee in a general way the College’s policies, performance, standards and values, securing the observance by all members of the College of the provision of the Statutes and Ordinances, while helping to maintain the subtle balance between tradition and the need for change and development.

As Head of College, the President’s role is to represent the College to the external world, communicating its values, aims and achievements to the wider public.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

The President chairs the important College meetings, specifically Council which meets fortnightly in term, and Governing Body which meets twice a term. In addition, the President attends a range of College meetings to transact College business.

Apart from these formal activities, the President is normally expected to reside in the President’s Lodge, to lunch and dine regularly with the College community, and to be available to them for informal discussion. The President plays an active role in the social life of the College at all levels, and this is an important element of the position.
Within the University, the President represents the College at relevant meetings of the Heads of all Cambridge colleges, usually attended by the Vice-Chancellor and other senior University officers, at which issues of common interest to the colleges and University are discussed. These meetings are usually held once per term. The President commonly (though not necessarily) becomes involved with various University duties, both administrative (for example, chairing appointments committees) and ceremonial (for example, admission to degrees).

The President plays a central role in promoting the profile of the College and in the raising of funds to assist the College in pursuing its present and future objectives and ambitions. The President will work directly with the Development Director and will be expected to be significantly involved in the major fundraising campaign recently agreed by Governing Body. This will include visits to prospective major donors and benefactors. The President will host them and other key visitors at the President’s Lodge and in College on a regular basis. In addition, the President will ensure that good relations with alumnae are fostered and developed.

**PERSON SPECIFICATION**

The College welcomes applications from distinguished women from any professional background, either in academic life or in some other field of activity.

Commitment, good judgment and an inclusive disposition are essential qualities, together with an ability to deploy these successfully in leading a self-governing, collegial community.

The ideal candidate will bring all or most of the following:

**Experience**

- Evidence of championing women’s development, with a central role in fund raising and significant ambassadorial qualities. With an established network reflecting a range of interests, she will have the ability to present the College in a positive way within the University of Cambridge and externally, and an ability to build consensus internally.
Skills/Knowledge

- The President will command the respect of the College community and be committed to the intellectual life of a leading institution of higher education
- She will have an understanding of the environment needed to promote and support academically excellent women
- Ideally, she will have experience of leading the delivery of strategic objectives
- The President requires a capacity for both strategic vision and attention to detail and the ability to think through the long-term consequences of decisions and the need to take immediate action when appropriate
- She will be a builder of relationships with diverse interests inside and outside the College. She will assist the Governing Body in its decision-making through a command of briefs and agendas and the ability to articulate options and implications with clarity. She will have a consensual leadership style with democratic values and well-honed diplomatic skills

Personal attributes

- As an individual with a substantial personal reputation of achievement in her chosen field, she will provide effective leadership to the fellows, students and wider college community as they collectively pursue the academic mission of the College
- It is essential the President has a quick mind, the ability to lead audiences and judge the mood of a debate, a well-developed strategic sense with sound financial acumen and a willingness to be fully active and engaged with the work of the College
- A strong desire to help Lucy Cavendish achieve its full potential is essential
- The President will be determined, energetic and ambitious for the College
TERMS OF APPOINTMENT

The role of the President is part time equivalent to an average of about three and a half days a week, though this will vary at different times of year. The salary will be commensurate with academic scales and as a guide will be related to that of a University professor. The appointment will be for a maximum period of 7 years.

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Lucy Cavendish College on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/jobs using code KABSE.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the application and equal opportunities monitoring* form.

The closing date for applications is 12 noon, 26th April 2018.

If you are unable to apply through the website, please email belinda.beck@saxbam.com quoting reference KABSE.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.